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ACADEMIC SENATE

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**SCHOOL OF PHARMACY FACULTY COUNCIL**

**Betty-ann Hoener, PhD, Chair**

**MINUTES DRAFT**

**Meeting of February 19, 2004**

PRESENT: B. Hoener (Chair), L. Kroon (Vice Chair), P. Finley, H. Lipton, K. Lem, N. Oppenheimer, C. Tsourounis, K. Yang, C. Cullander, S. Heard, A. Huwe

ABSENT: L. Benet, A. Burlingame, S. Kahl

GUESTS: B. Day on behalf of Dean Koda-Kimble

Chair Hoener called the Faculty Council to order on February 19, 2004 at 2:30 PM in Room S936. A quorum was present.

**Minutes**

The Faculty Council unanimously approved the minutes of the meeting on January 15, 2004.

**Chair's Report**

Chair Hoener reported that the State's ongoing fiscal crisis has reduced State funding for the University of California, resulting in an estimated \$11-12 million in permanent budget cuts for UCSF in the 2004-05 fiscal year. These estimates assume passage of two March 2<sup>nd</sup> ballot propositions—55 and 57. Proposition 57 borrows \$11 billion to fill the 2004-05 State budget gap, whereas Proposition 55 asks for \$12.3 billion to fund education infrastructure projects. Should either of these bonds fail at the polls, budget cuts are likely to be significantly higher. Other non-direct cuts in State spending will further impact the campus since services like building maintenance and energy costs are no longer funded by the State.

School Deans are discussing options for budget reductions that protect the core mission of the university—the education of its students. At a recent meeting, Dr. Len Zegans, Chair of the Academic Senate, speculated that cuts could fall under three scenarios: across the board, with Schools and Departments driving decision-making; programmatic, with a “charmed circle” protected while other programs are cut; and salary cuts. Faculty Council members pointed out the under the second scenario of program cuts, the School of Pharmacy is disadvantaged because it has only one program. One Council member suggested the School take a loan to cover the gap. However, the School owns no collateral to use to secure such a loan. Other campuses are being allowed to reallocate foundation money, a consideration for UCSF as well.

The Governor's Office supports an increase in professional and graduate fees of 40%, redistributing this money to support graduate students who are teaching assistants. Since UCSF has no undergraduates,

any such increase in fees would result in an approximate \$800,000 loss for the campus. The UCOP is considering a recommendation to allow professional schools to set their own fees to offset budget cuts.

Chair Hoener reported that the 7% Defined Contribution plan has been shelved in favor of the 457 Plan. The University is currently taking bids for a system-wide service contract, which is expected to become available in November (faculty will be able to contribute the yearly maximum in December, should they choose). Plan 457 is very similar to the 403(b) plan already available; pre-tax contributions are allowed up to \$12,000 per year (higher contributions are allowed over the age of 55). Faculty will be eligible to participate in both the 457 and the 403(b) plans.

Chair Hoener also reported on housing assistance available to Academic Senate faculty-

Mortgage Origination Program (MOP): provides first deed of trust financing designed to help faculty buy a principal residence near campus. The Program provides up to 40-year variable rate loans at maximum amounts of 85% to 90% to value depending on loan size. The maximum annual adjustment, upward or downward, is capped at 1% and is adjusted on the anniversary date of the loan. There is no lifetime cap. This program is available system-wide and is often used as a recruitment tool for junior faculty. The maximum loan is \$1 million, and the average loan made is \$500,000.

Supplemental Home Loan Program (SHLP): provides primary and secondary mortgage financing with variable and fixed rate options. This Program may be used in conjunction with the University's Mortgage Origination Program (MOP) loans. This program is funded locally through the department, so if a faculty member defaults on the loan, the department is responsible for the loss.

Salary Differential Housing Allowance Program (SDHA): authorizes the granting of special housing allowances to assist with down payments, mortgage payments, and other housing related costs. This program is funded locally through the departments.

The Academic Senate is asking that these programs be open to all faculty and not just those who are members of the Senate, especially those programs funded by the departments. The Senate is also asking that the system-wide cap be lifted so that this can be based on local housing costs, which vary across the State. Council members remarked that the Search Committees and Department Chairs need to have housing assistance information because the price of housing is a major concern to prospective faculty. That said, it is the responsibility of the Chairs, not the Search Committee, to negotiate recruitment packages.

## **Student's Report**

Aaron Huwe reported there has been a resurgence in student leadership, especially among first year students who recently voted in a full cabinet. On March 5, 2004 there will be another Bagel Day to which faculty are invited. A special Casino Night is also being planned; faculty interested in volunteering as dealers should contact Huwe.

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## **Old Business – Student Perceptions on Course Evaluations**

Curriculum reviews have been improved for the Spring Quarter, although more can be done to facilitate dialogue between students and faculty. Faculty will be contacted at the end of the quarter to determine what kinds of questions they would like discussed, e.g., structure of course and helpfulness to students. Students will then be emailed these questions ahead of time.

Faculty Council members are interested in encouraging more constructive comments in course evaluations. Council members question whether students understand how to be constructive, or recognize that evaluations become part of a faculty member's permanent record. The first-year orientation explains how to complete course evaluations, but council members suggest that this topic be incorporated as part of the Town Hall meeting. Students need to do a better job explaining "why" they feel as they do, and to provide illustrative examples. Furthermore, course evaluations could inform curriculum reviews. Course faculty as well as the course coordinator have access to course evaluations, which, in turn, can be shared with student reviewers.

## **Old Business – Family Medical Leave Act**

Faculty Council members requested that Senate Analyst Janet Whittick obtain for dissemination the faculty-only checklist used by Department Chairs for Family Medical Leave requests. Council members commented that the process is convoluted and not widely understood by faculty or staff. More information can be found at URL: <http://ucsfhr.ucsf.edu/absencegmt/leave/careforfamily.html>.

## **Old Business – Hospital Replacement Task Force**

Lisa Kroon reported on the recent Hospital Replacement Task Force meeting. Discussion focused on planning for Mission Bay, which is likely to become a Mother/Children/Cancer Hospital. At this time, it is unknown what will happen at San Francisco General Hospital. Classroom facilities will stay centered at Parnassus.

## **Dean's Report**

Bob Day reported on a recent survey conducted by the Office of Human Resources Services that found, overall, staff are content working at UCSF. Using a Likert scale, respondents rated most topics with 3's and many 4's, but compensation and a "climate of trust" were ranked lowest. The School of Pharmacy had a 42% response rate; altogether, there were roughly 3000 respondents. Results will be discussed at both the campus and department levels.

The New Toland Hall Working Group has met a half dozen times to discuss planning for the new building. Planning reflects a commitment to the Parnassus Campus, which will remain the main teaching location as well as a vital part of UCSF services. New Toland Hall will locate an Ophthalmology Clinic on one of its five floors; the remainder will be set aside for assignable teaching or clinical skills space, totaling 30,000 sq. ft. However, with the demolition of UC Hall and Toland Hall,

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there will be a cumulative loss of teaching space at Parnassus. Council members were interested in the cost-model for lecture halls, and whether there is any opportunity to generate revenue such as catering or convention services. Day reminded faculty that areas like Milberry Union need to be self-supporting, and that maintenance on food service/catering facilities like Moffit is very expensive. Council members suggested looking into naming opportunities for smaller spaces, not just Mission Bay and the Medical Center.

Day alerted faculty to the imminent departure of Georgia Hansen, Manager, Contracts and Grants for the School of Pharmacy. Hansen's position has been advertised, and several candidates have applied, but Day cautioned the Council that it is difficult to find experienced people who are willing to relocate to the Bay Area given the cost of living. Thus, focus is on candidates from the Bay Area and Los Angeles. Hansen has created a grant calendar to help facilitate the transition; faculty must submit grant requests now to Hansen to ensure their grants are completed. Hansen has also created new grant forms with embedded instructions that faculty must use. Over the interim, faculty may contact Moira McAlister for assistance; Susan Strickland from the Dean's Office will also be filling in.

Stuart Heard, Chair of the Admissions committee, reported that the School received 1244 valid applications for admission, and just completed interviews with 283 candidates. All candidates are extremely qualified, an indication that the School will need to reject many high quality applicants. Applicants are under greater time-pressure by private institutions with rolling admission, i.e., universities that offer top-tier candidates placement directly after the interview. Students accepted through rolling admissions do not want to lose their \$500-1000 deposit should they be accepted by UCSF. Currently, UCSF tuition and fees are about 3/5 the cost of comparable private institutions, but with housing, the cost is almost equal. The School is considering ways to triage the application process, e.g., increasing the minimum GPA, requiring PCAT scores, prioritization of top candidates, and rolling admissions, but lacks adequate faculty volunteers to process and rank application packets and conduct interviews.

There being no further business, Chair Hoener adjourned the meeting at 4:37 PM.

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